



WASHINGTON MILITARY DEPARTMENT
JOINT FORCE HEADQUARTERS, WASHINGTON NATIONAL GUARD
CAMP MURRAY, TACOMA, WA 98430-5000

COMMAND POLICY MEMORANDUM

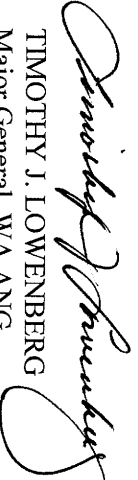
JFHQ 401-08

8 December 2008

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Equal Opportunity (EO)

1. I want to emphasize my commitment to the success of the Washington National Guard Equal Opportunity (EO) program. This includes both the military (EO) and civilian (EEO) program. Our goal is a workplace free from discrimination and harassment and the assurance of equal opportunity for all Washington National Guard employees and applicants for employment.
2. Title VII of the Civil Rights Act of 1964 prohibits sexual harassment in the workplace as well as discrimination based on race, color, religion, national origin, gender, and age. Prejudice, discrimination and harassment undermine our organization's morale and hurts job performance. Such conduct also violates Army and Air Force Core Values and will not be tolerated in the Washington National Guard.
3. In accordance with NGR (AR) 600-21 and ANGI (AF) 36-7, leaders and supervisors at all levels will foster and maintain a fair, equitable and positive work environment for all of our employees. Leaders and supervisors will lead by example and treat others with respect and dignity. If incidents of discrimination or harassment do occur, I expect supervisors to take immediate action to address the issue. Every supervisor will ensure that their subordinate employees understand and have access to EO complaint procedures and ensure the procedures are posted in the workplace and accessible to all employees. Refer to NGR (AR) 600-22 / (AF) ANGI 36-3 for AGR and Traditional Guardsmen EO complaints and to NGR (AR) 690-600 / (AF) 40-1614 for federal technician complaints. Any Washington National Guard employee or applicant for employment has the right to file an EEO/EO complaint in accordance with the cited regulations and to contact a member of the EO support staff for that purpose.
4. This memorandum supersedes Command Policy Memorandum JFHQ 401-07, dated 30 March 2007, and will be posted on unit/facility bulletin boards at all units and directorates within the Washington National Guard. The point of contact for this memorandum is the State Equal Employment Manager (SEEM), Lt Col Michaela Payton at 253-512-8348 or michaela.payton@ng.army.mil.


TIMOTHY J. LOWENBERG
Major General, WA ANG
The Adjutant General

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All Washington National Guard Soldiers and Airmen